

AUTOMATED SYSTEM AND METHOD FOR CREATING ALIGNED GOALS

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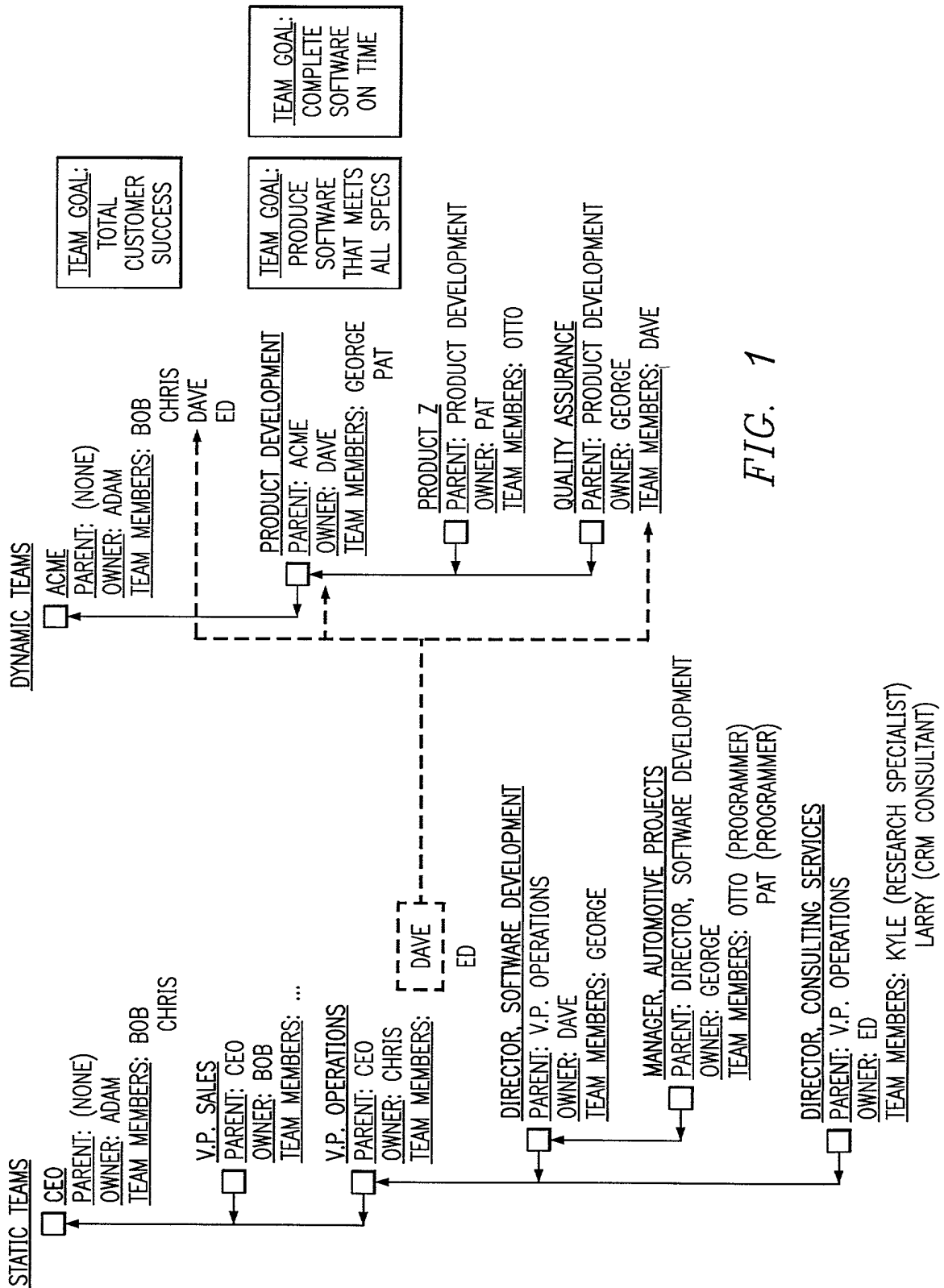


FIG. 1

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FIG. 2

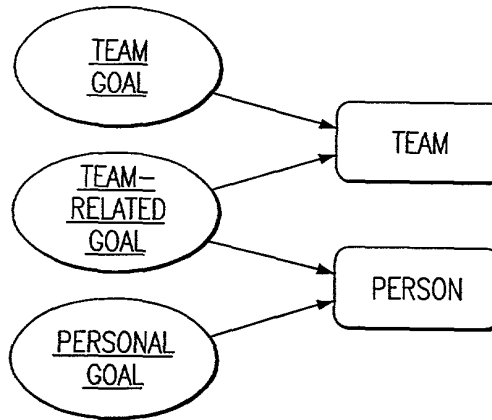


FIG. 4

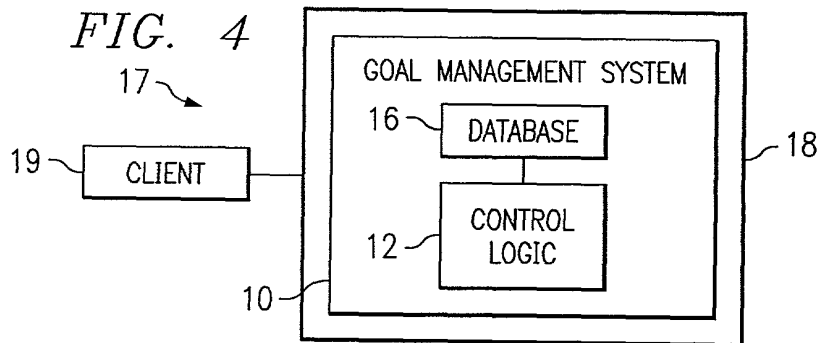
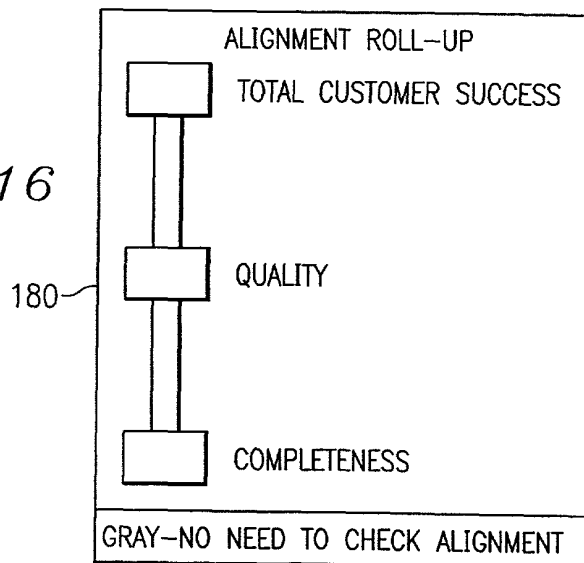


FIG. 16



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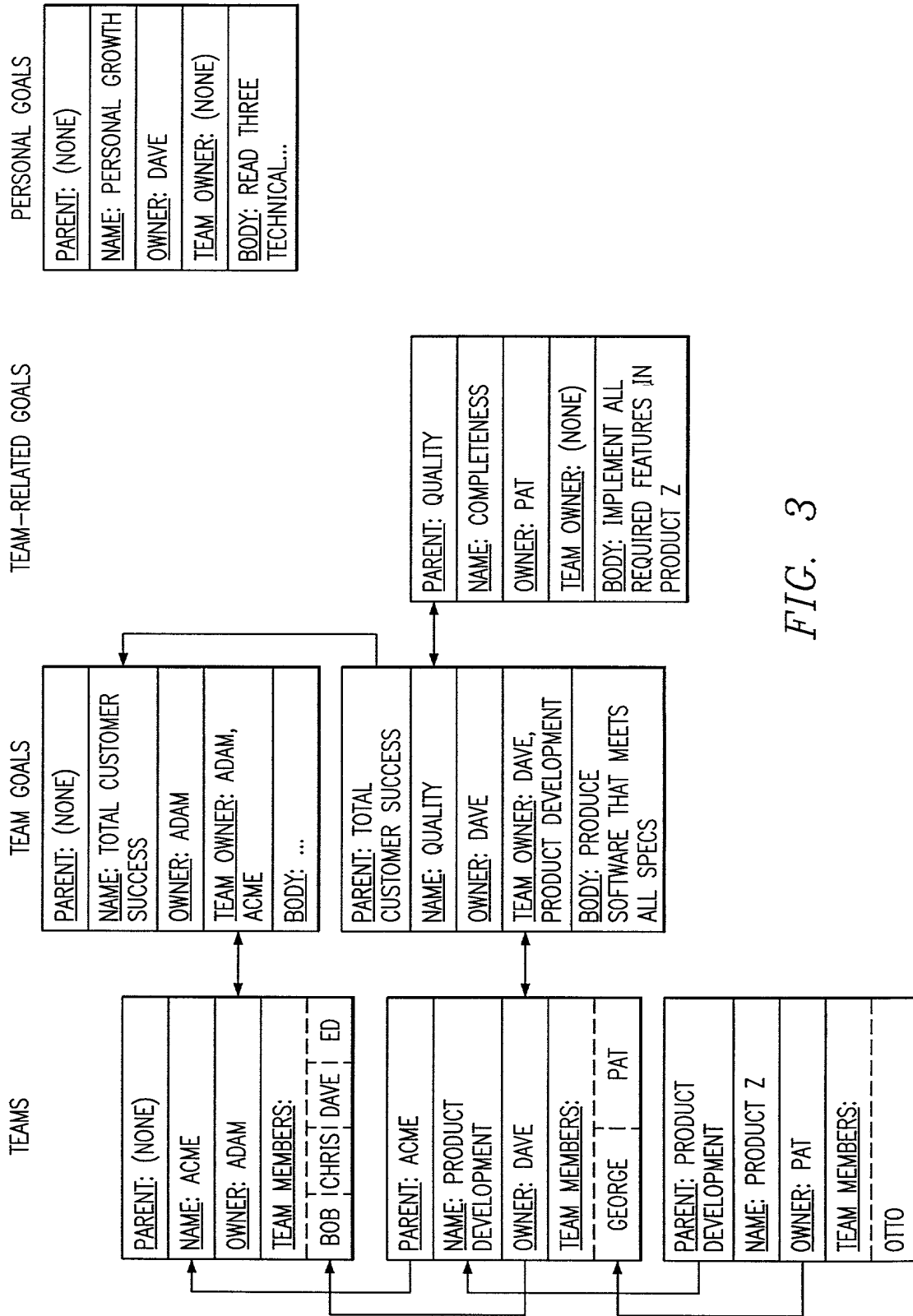
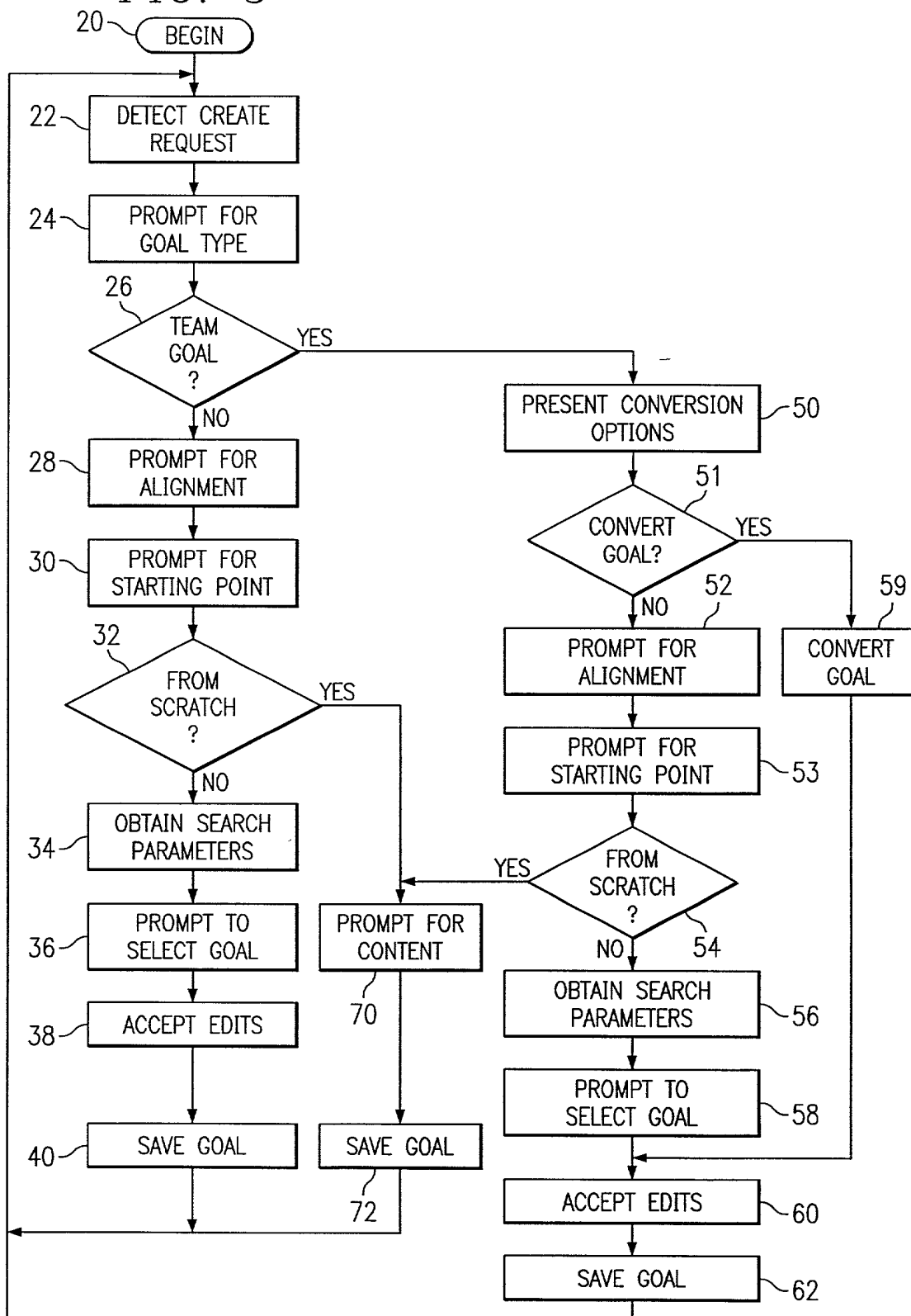


FIG. 3

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FIG. 5



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Create a Goal

Create

Step 1 - Team or Personal Goal

Progress

Create a Goal for your Team

You can create a goal here for your team. This goal can be an existing goal of yours, or a create from scratch.

Select | Create Team

Continue to step 2

Create a Goal for yourself

If you are just creating a goal for yourself use this option. This will allow you to...

Select Team

Continue to step 2

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FIG. 6
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Step 2 - New Goal Alignment
Progress

Choose Team to align to:

Ford Project Team

Select a Team to align this new goal to. This was set in step one, though you may change it.

Ford Project Team's Goals

- Move the Average bill rate to \$260.
- Move both average to 260, as well as save a gross profit of x percentage of the quarterly lag n.
- Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Choose Goal Category

Take the Hills

The goal category is pre determined by the Team's Goal you've choosen. You may change the category to suit your specific needs.

Continue to step 3

Current Alignment

- Trilogy
- Automotive
- Development
- Ford Project

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FIG. 7

FIG. 8

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Progress

Step 3 - New or Existing Goal

Choose to modify an existing goal

Some people find it easier to start with a goal of someone else's and modify it. Here Goals will present you with a profile and allow you to see people with similar profiles. You can then choose a goal, edit it, and make it yours.

Continue to step 4

Use the Goal Wizard to create a new Goal

If you're creating a brand new goal, proceed here. This is a systematic process that will lead you through creating a goal.

Continue to step 4

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FIG. 8

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Step 4 - Use your profile to search for goals

Progress

Goals will search on your profile and give you goals that match your criteria and alignment.

Begin Search

Name: Joe Smith

Job Title: Manager

Business Unit: Consulting

Verticle: Automotive

Manager: Johnny Bu

Type of Goal: Take the Hills

Ranks: All

Results

Goal Objectives:

Goal Owner:

Rank:

Continue to step 5

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FIG. 9

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Create

Step 5 - Edit existing goal

Progress

To edit the goal, click on the area that you'd like to change. If you're satisfied with this goal, proceed to step 4

Continue to step 6

Take the Hills Goal (edit)

Edit this goal

Alignment

Rank

1

✓

Delete

Objective (edit)

Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Measure (edit)

Move the Average bill rate of \$260.

Stretch (edit)

Move both average to 260, as well as save a gross profit of x percentage of the quarterly lag n.

Time Line (edit)

Start:01.15.01

Today

End:06.30.01

Due

06.01.01

Activities (edit)

Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Trilogy

Automotive

Development

Ford Project

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FIG. 10

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Step 6 - Add Another Personal goal?

This goal has been saved into the goal system. You may review 132 or edit it under your Goals.

Take the Hills Goal

Rank
1
Delete

Objective
Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Measure
Move the Average bill rate of \$260.

Stretch
Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.

Time Line
Start:01.15.01
Today
End:06.30.01

Due
06.01.01

Activities
Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Alignment
Trilogy
Automotive
Development
Ford Project

Progress
Add another goal

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FIG. 11

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Step 4 – Objective, Measure, and Stretch

Progress

Enter the Objective of your Goal:

Original objective of goal should appear here

Enter your objective here. An objective should have the following characteristics. An example objective might be...

Enter the Measure of your Goal:

Original measure of goal should appear here

The measure of a goal should be a quantifiable element of the goal. This should be something that your manager can evaluate objectively. An example might be...

Enter the Stretch of your Goal:

Original stretch of goal should appear here

The stretch element of a goal is the measure that “goes above and beyond” what is expected.

Select the end date of your goal

One Month

Continue to step 5

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FIG. 12

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Step 5 - New Goal Activities

Progress

Current Activities

Due

06.01.01

delete

Activities

example activity

Add Activity

Finish Goal Editing

You should list important projects of milestones that you'll hit to accomplish your goal. Your activities are displayed for you on Your Summary page as a to do list.

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FIG. 13

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Create a Team Goal

Step 2 - New or Existing Goal

Progress

Make one of your goals a Team Goal

☒ Move the Average bill rate to \$260.

☐ Move both average to 260, as well as save a gross profit of x percentage of the quarterly lag n.

☐ Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

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You can select one of your own goals for your team. The goal will remain yours, but it will also allows your team to align to it.

Continue to step 3

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Create a New Goal from Scratch

If you are creating a brand new goal, proceed here. Any goal you make for your team will automatically appear as your goal as well.

Continue to step 3

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FIG. 14

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Step 3 - New Goal Alignment

Progress

Choose Team to align to:

Ford Project Team

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Select a Team to align this new goal to. The team must be a parent of the current team.

Current Alignment

Trilogy

Automotive

Development

Ford Project

Ford Project Team's Goals

Move the Average bill rate to \$260.

Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.

Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Choose Goal Category

Take the Hills

The goal category is pre determined by the Team's Goal you've choosen. You may change the category to suit your specific needs.

Continue to step 2

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FIG. 15